



COMMISSION ON THE STATUS OF WOMEN
COUNTY OF ALAMEDA
1730 FRANKLIN ST. SUITE 200
OAKLAND, CALIFORNIA 94612
(415) 874-5937

May 12, 1978

Honorable Board of Supervisors
County of Alameda
Administration Building
1221 Oak Street
Oakland, CA 94612

*Real prop. tax -- CA --
Alameda Co. -- Off. + emp. --
Appt., qual., tenure, etc.*

SUBJECT: Jarvis-Gann/Affirmative Action

The Commission on the Status of Women, at its May 9, 1978 meeting, discussed the letter sent to your Board on April 6, 1978, by Al Williams, the County Affirmative Action Officer, regarding the effects of the passage of Jarvis-Gann on the County Affirmative Action Program.

It is obvious that such drastic cutbacks as proposed in the County Administrator's memo of February 8, 1978, will cause all gains the County has made through Affirmative Action to be lost. Minorities and women will suffer in greater numbers than others. We also recognize that certain factors such as union contracts, mandated versus non-mandated programs, need for technical specialists or specially trained personnel make the possible layoffs a very complex situation for you.

It is, therefore, our recommendation that, in order to preserve as many jobs as possible, alternatives to full time employment be considered. We recommend that your Board ask the Personnel Department and the Civil Service Commission to explore shared jobs, part-time or three quarter time jobs, unpaid leaves, sabbaticals, and any other system which will preserve jobs, reduce County liability for unemployment claims, keep trained employees, reduce the likelihood of provision of welfare assistance, and give greater options for maintenance of Affirmative Action gains.

Respectfully submitted,

Connie Shapiro

Connie Shapiro
Chairperson
Commission on the Status of Women

CS:KQ:pr

cc: County Administrator
County Counsel
Auditor/Controller
Clerk of the Board

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